



KHSAA TITLE IX RE-VISIT FIELD VISIT REPORT

KHSAA Form T76
Rev. 11/16

School:	Union County
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 21, 2024
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2024-25

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality SATISFACTORY	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities SATISFACTORY	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The December 14, 2015 Title IX school visit report designated the accommodations of interest and abilities **Satisfactory** based on information that indicated the standards of both Tests 1 and 3 for provision of athletic opportunities were being met.

A review of the annual Title IX reports for the past two years appears to show that the school is continuing to meet the standards of Tests 1 and 3. THE INTERNAL ANALYSIS SUMMARY FOR 2023-24 IDENTIFIES MALES AS THE UNDERREPRESENTED GENDER IN ATHLETICS AT THIS SCHOOL CURRENTLY. This was not true in 2022-23 when females were the underrepresented gender. This change can be explained by the increased female participation after the addition of indoor track and varsity and junior varsity wrestling for females, and the number of softball players went from 12 to 25. Female participation increased by 29% in 23-24.

The T-1 form in the 2023-24 annual Title IX report shows that both male and female participation were within generally accepted parameters to meet the standard established by Test 1. The internal analysis summary for 2023-24 shows that the T-3 and T-63 forms indicate the standard established by Test 3 is currently being met also. The school offers 19 total teams for female participation and 15 total teams for male participation. The T-63 form in the 2023-24 annual report shows that a 62% completion rate was received on the most recent student athletic interest survey.

During the most recent school visit, the Title IX file was reviewed. It contained all of the previous annual Title IX reports, all previous Title IX school visit reports, a board-approved extra-service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all varsity teams, facility usage schedules for all venues shared by gender, and guidelines addressing awards and recognition of athletic accomplishments. (See **Publicity** in the body of this report.) The file also contained a listing of the designated locker room and athletic equipment storage space assigned each team, agendas and detailed minutes for all GEREC meetings held during the past three years, a uniform review, rotation, and/or replacement plan, and regulations addressing equitable travel and per diem. THE ATHLETIC DIRECTOR WAS COMMENDED FOR THE DEVELOPMENT AND MAINTENANCE OF A COMPREHENSIVE TITLE IX FILE.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan	X	
Status of uniforms and equipment	X	
Equity of spending	X	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: The 2015 Title IX school visit report designated this benefit category **Satisfactory**.

During the most recent school visit, all uniforms reviewed were of mid-to-high quality and appeared to be supplied in equitable quantities except in the case of boys and girls golf where there was a slight advantage to females in the quantity supplied. The uniform review/replacement plan showed all teams on a three-year cycle of replacement except boys' and girls' tennis, boys and girls golf, archery, and bass fishing which are replaced annually. Interviews with student athletes and coaches during this visit indicated that uniforms are replaced on an equitable basis.

The 2022-23 and 2023-24 annual Title IX reports show the school spent \$112 per female athlete and \$141 per male athlete for equipment and supplies.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2015 Title IX school visit report designated this benefit category **Satisfactory**.

During the most recent school visit, the athletic director shared information that showed the number of competitive events scheduled for teams of "like" sports was comparable. The school maintains three venues that are shared per gender for practice—the main gym, auxiliary gym, and the weight training room. Equitable usage schedules for these facilities were in the Title IX file.

The scheduling of competitive events during the most opportune playing times on an equitable basis was discussed with school officials who were encouraged to continue to strive for parity in this endeavor.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation	X	
Provision for meals and housing	X	
Equity of spending	X	

BENEFITS REVIEW- TRAVEL AND PER DIEM: The 2015 Title IX school visit report designated this benefit category **Satisfactory**.

During the most recent school visit there were regulations in the Title IX file regarding parity in the provision of the mode of transportation and per diem (meals and lodging). Interviews during the visit indicated that there is equivalence in relation to this benefit.

The 2022-23 and 2023-24 annual Title IX reports show that the school spent \$98 per female athlete and \$119 per male athlete for travel and per diem.

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility	X	
Competence	X	

BENEFITS REVIEW- COACHING: The 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report stated that the coaching ratio seemed to favor the male participants.

Information gathered during the most recent visit revealed that the principal and athletic director are responsible for evaluating all head coaches. A written instrument is used for documentation of this process. The district's extra-service pay schedule showed parity.

The T-35 form in the 2023-24 annual Title IX report shows the total amounts spent for coaching salaries for teams of "like" sports was comparable.

The athletic director provided information during this visit that indicated the coaching ratio was 8.4 participants per coach for female athletes and 6.8 participants per coach for male athletes. Additional data showed that 56% (5/9) of the head coaches of girls teams and 50% (4/8) of the head coaches of boys teams were on-campus employees.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: The 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report commended school personnel for completing recommended upgrades at the softball facility.

The tour of facilities during the most recent visit indicated parity in the competitive venues, locker rooms, and equipment storage spaces. All competitive facilities are on-campus except the cross-country practice course which is across the street at the middle school. The golf course is at Breckinridge Country Club approximately seven miles from school, and the tennis courts are at the Morganfield City Park that is five miles from the school. All the on- and off-campus venues appear to have equitable amenities for "like" teams. The school has four large dressing rooms in the gym with similar amenities. Each dressing room has a large equipment storage area. All teams except boys and girls wrestling and football are equitably assigned to one of these dressing rooms. The team using each dressing room is assigned the equipment storage within it. The football team has an exclusive dressing area and storage space in the field house. The boys and girls wrestling teams have dressing rooms and a storage area adjacent to their practice facility. The girls wrestling dressing area is smaller than the area provided for the boys. A renovation project with a projected completion date of the spring of 2025 will eliminate this disparity.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	X	
Weight room usage schedule	X	
Appropriate equipment for female use	X	
Athletic Training services	X	
Physical Exams	NA	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2015 Title IX school visit report designated this benefit category **Satisfactory**.

The most recent school visit revealed that the school has a large weight training room down the hallway from the gym. An equitable usage schedule for this facility was in the Title IX file and posted at the venue. The weight room had numerous training options that are suitable for use by female athletes. Interviews with student athletes indicated that there is equitable access to this facility. An athletic trainer compensated by the school district is available equitably at all home competitive events. Student athletes are responsible for getting their own physical examinations.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition	X	
Equity of spending		X

BENEFITS REVIEW- PUBLICITY: The 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report noted that the school failed to show the amount of spending for athletic awards for baseball, softball, girls' tennis, boys' tennis, girls track, and boys' track. These omissions made it impossible to evaluate spending for this benefit category.

The school currently has one varsity cheerleading squad that is assigned to cheer at all home and away football games and at all home boys' basketball and girls basketball games and at away games versus district opponents for both teams. The full band performs and provides support at all home football games. The pep band plays at an equal number of home boys and girls basketball games as monitored by the principal and athletic director for equivalence. The Title IX file had excellent regulations addressing parity in regard to the posting of athletic banners, jersey retirement, provision of letters and bars, awards, and post-season banquets. The file also identified the criteria for induction into the school's athletic hall of fame. UPON RECEIPT OF THIS REPORT, IT IS REQUESTED THAT THE GENDER EQUITY REVIEW COMMITTEE REVIEW THE **AWARDS** REGULATION AND UPDATE THE PARAMETERS FOR PROVISION IN RELATION TO THIS BENEFIT.

The 2022-23 and 2023-24 annual Title IX reports, the school spent \$12 per female athlete and \$36 per male athlete for awards and recognition. **This spending is outside of generally accepted parameters for provision of parity and should be monitored by school administrators and the Gender Equity Review Committee until equivalence is reached.**

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access		X
Booster Support	X	
Overall spending for athletic support	X	

BENEFITS REVIEW- SUPPORT SERVICES: The 2015 Title IX school visit report designated this benefit category **Satisfactory**. The report documented the need for a system of oversight of booster spending for the provision of parity.

During the most recent visit, it was learned that the only coaching office space at the school is used for football. Currently, each team has support from individual booster clubs. All booster clubs, except boys wrestling, are required to house their funds in school accounts and the purchase order process is strictly adhered to for all purchases.

The analysis of athletic spending for the past two years according to the internal audit summary shows the following:

- ❑ **2022-23** 44.28% of expenditures were for females who made up 41.73% of the participants or \$628.55 per female athletes. 55.72% of expenditures were for male athletes who made up 58.27% of the participants or \$566.40 per male athlete.
- ❑ **2023-24** According to the internal analysis summary for this school year, **MALES WERE THE UNDERREPRESENTED GENDER IN ATHLETICS**. 40.99% of the spending was for females who made up 53.51% of the participants or \$324 per female athlete. 59.01% of the spending was for male athletes who made up 46.49% of the participants or \$536 per male athlete.

According to data submitted by the school in **2022-23**, total spending favored the females (underrepresented gender in athletics that year). In **2023-24**, the spending significantly favored the males (underrepresented gender in athletics that year). It is emphasized that school administrators and the Gender Equity Review Committee need to monitor athletic spending in an effort to insure equitable benefits for all student athletes.

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
No deficiencies were assessed as a result of the November 21, 2024 Title IX school visit.		

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
No deficiencies were assessed as a result of the December 14, 2015 Title IX school visit.		

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
No actions other than those specified in the body of this report are necessary at this time.	

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Jaylen Tackett	Student Athlete
Jayden Raney	Student Athlete
Elisha Quaid Girten	Volleyball/Boys Basketball Coach
Cory Coble	Girls Basketball Coach
Evan Jackson	Assistant Superintendent. / Title IX Coordinator
Jeremy Tackett	Athletic Director
Amy Nelson	Principal
R. Nathan Tanner	Assistant Athletic Director
Jennifer Pinkston	FRYSC

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school was asked to provide a copy of its Athletic Facility Emergency Medical Plan (KRS 160.445). The plan presented was comprehensive and venue-specific as required by the statute. The athletic director confirmed that every sport, by season, has practice drills according to the venue's emergency plan.

As per request, the school was asked for a listing of the locations of its Automated External Defibrillators. It was confirmed that there are AED's (1) inside the football locker room; (2) inside the soccer press box; (3) inside the baseball press box; (4) inside the softball press box; (5) outside the football concession stand; (6) outside the weight training room; (7) inside the Dr. Hines gym; (8) on wall of downstairs hallway in high school; (9) on wall of upstairs hallway in high school.

No one from the community attended the Public Comments session that was advertised on the school marquee for one week. The administrators were thanked for their cooperation and participation. The athletic director was commended for the thorough preparation for this visit. The meeting was adjourned at 3:20 CST.